

INFRASTRUCTURE 2021

Previously earth and water construction (Infra-ala, entinen maa- ja vesirakennusala)

WAGE INCREASES ON 1 SEPTEMBER 2021

Wages will increase 1.3% on 1 September 2021 or from the beginning of the following pay period.

TIME RATES

- I. EUR 11.91 IV EUR 14.81
II. EUR 12.85 V EUR 15.92 *)
III. EUR 13.77 VI EUR 17.20 **)

*) Competency at the level of a further vocational qualification

***) Competency at the level of a specialist vocational qualification

The piece rates for incomplete contract work and productivity bonus work projects will be increased by 1.3% for the remaining hours.

Payment of separate weekend allowance when assignment continues:

The employer will pay a separate allowance to employees whose worksite is located more than 200 km away from their home. The allowance is EUR 44 starting from 1 January 2021.

The allowance is paid every other weekend starting from the beginning of the work assignment. The allowance is not paid if the employer covers the travel expenses.

Per diem allowance EUR 44, **overnight allowance** EUR 13 and **meal allowance** EUR 11.

Kilometre allowance EUR 0.44, additional passenger EUR 0.03.

Compensation for daily travelling expenses under the collective agreement

- | | | | |
|--------------|-----------|---------------|-----------|
| • over 5 km | EUR 3.20 | • over 50 km | EUR 17.37 |
| • over 10 km | EUR 4.35 | • over 70 km | EUR 21.16 |
| • over 20 km | EUR 8.69 | • over 90 km | EUR 24.58 |
| • over 30 km | EUR 11.58 | • over 120 km | EUR 28.93 |
| • over 40 km | EUR 13.02 | | |

As a rule, **accommodation** must be arranged so that the employee has a room of their own. The rule need not be followed if arranging a single room for the employee is impossible due to the circumstances or if arranging the room would be prohibitively expensive. The matter needs to be established together with the shop steward or the employees needing the accommodation before starting to use the accommodation. The inter-union working group is preparing the guidelines for application.

Compensation paid to shop stewards and labour protection delegates

- | | |
|------------------|--|
| 8-50 employees | EUR 34.25 per two-week accounting period |
| 51-100 employees | EUR 42.82 per two-week accounting period |
| 100 employees | EUR 64.19 per two-week accounting period |

Workplace-specific shop steward

25 employees or more EUR 34.25 per two-week accounting period

JOB-SPECIFIC ALLOWANCE FOR MOBILE CRANE OPERATORS

The job-specific allowance always paid to mobile crane operators for working time spent operating the machine is at least:

Lifting capacity	Job-specific allowance
30 tonnes or less	EUR 1.32
over 30 tonnes but less than 70 tonnes	EUR 1.68
over 70 tonnes but less than 140 tonnes	EUR 1.84
over 140 tonnes but less than 200 tonnes	EUR 2.07
200 tonnes and over	EUR 2.41

The job-specific allowance always paid to operators of **mobile skylifts or telescopic handlers** for working time spent operating the machine is at least:

Lifting height	Job-specific allowance
20 metres or less	EUR 1.32
over 20 metres but less than 60 metres	EUR 1.68
60 metres or more	EUR 1.84

A separate allowance is paid for the duration of work conducted with protective equipment due to exposure to materials that cause a health hazard (such as asbestos). The amount of this allowance is agreed locally. If no local agreement exists, the allowance is at least EUR 1.00 per hour of work using protective equipment.

Shift allowances and tunnel allowance

evening shift and evening work allowance	EUR 1.30/h
night shift and night work allowance	EUR 2.44/h
tunnel and civil defence shelter work allowance	EUR 1.21/h

Collective agreement on working time regulations in area maintenance contracting starting on 1 September 2021: A Saturday allowance of EUR 3.63/h will be paid for work done on Saturdays that is not shift work, overtime or emergency work, with the exception of Easter Saturday if the employee is entitled to the Easter Saturday increase specified in section 11.3 of the collective agreement.

The standby allowance will be EUR 24.33 per standby day from 1 September 2021. The standby allowance applies to the collective agreement of the entire infrastructure industry.

Sick pay is paid based on the employee's average hourly earnings. The average hourly earnings are found out by dividing the pay earned during regular working hours in the previous six months with the hours worked.

Pay for the reduced working time days is calculated on the same basis as sick pay. This regulation does not apply if there is an agreement regarding percentage-based compensation for reduced working time.

For further information, please call our terms of employment helpline, tel. +358 (0)20 690 232